



Human Resources Department

SAN LUIS OBISPO COUNTY

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Director

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***BU 01-Public Services, BU 13 - Clerical,
BU 05 - Supervisory, and BU 02 - Trades & Crafts***

POST EMPLOYMENT HEALTH PLAN

The **Post Employment Health Plan**, or **PEHP**, is designed to help you defray the cost of health insurance premiums *after* separation from County service.

Only *employer* contributions fund the PEHP. These contributions, as well as earnings on the account or benefits paid from the plan, ***are tax-free to you***. LaSalle National bank will hold the contributed assets in a trust. Access to the benefits to reimburse qualified medical expenses is available to you upon separation from service. At that time, only the account balance limits your benefit reimbursement. Upon your death, any remaining balance can still be used by your spouse or qualified dependants. If no spouse or qualified dependents remain, your account is reallocated among the remaining members within your employee group.

Public Services, Clerical, Supervisory and Trades and Crafts Unit employees participate in the **Universal Reimbursement Account**. After separation of service, the Universal Reimbursement Account can be used to pay qualified medical expenses which are not reimbursed by health care coverage. These claims include expenditures such as eyeglasses, prescription drugs, deductibles or co-insurance expenses not covered by health care insurance.

County contributions of \$50 per month for each eligible employee are placed in the employee's PEHP Universal Reimbursement Account.

All initial contributions will default into the most conservative investment option within a group variable annuity (issued by Nationwide Life Insurance Company, APO-3350). Additionally, more aggressive funds are available from which you may choose by contacting Nationwide Retirement Solutions or completing the attached Employee Allocation Form.

We are pleased to bring this plan to you. We know that this does not “fix” the issue of the high cost of health care, but this plan may assist you in managing future health care costs by protecting your valued retirement dollars.